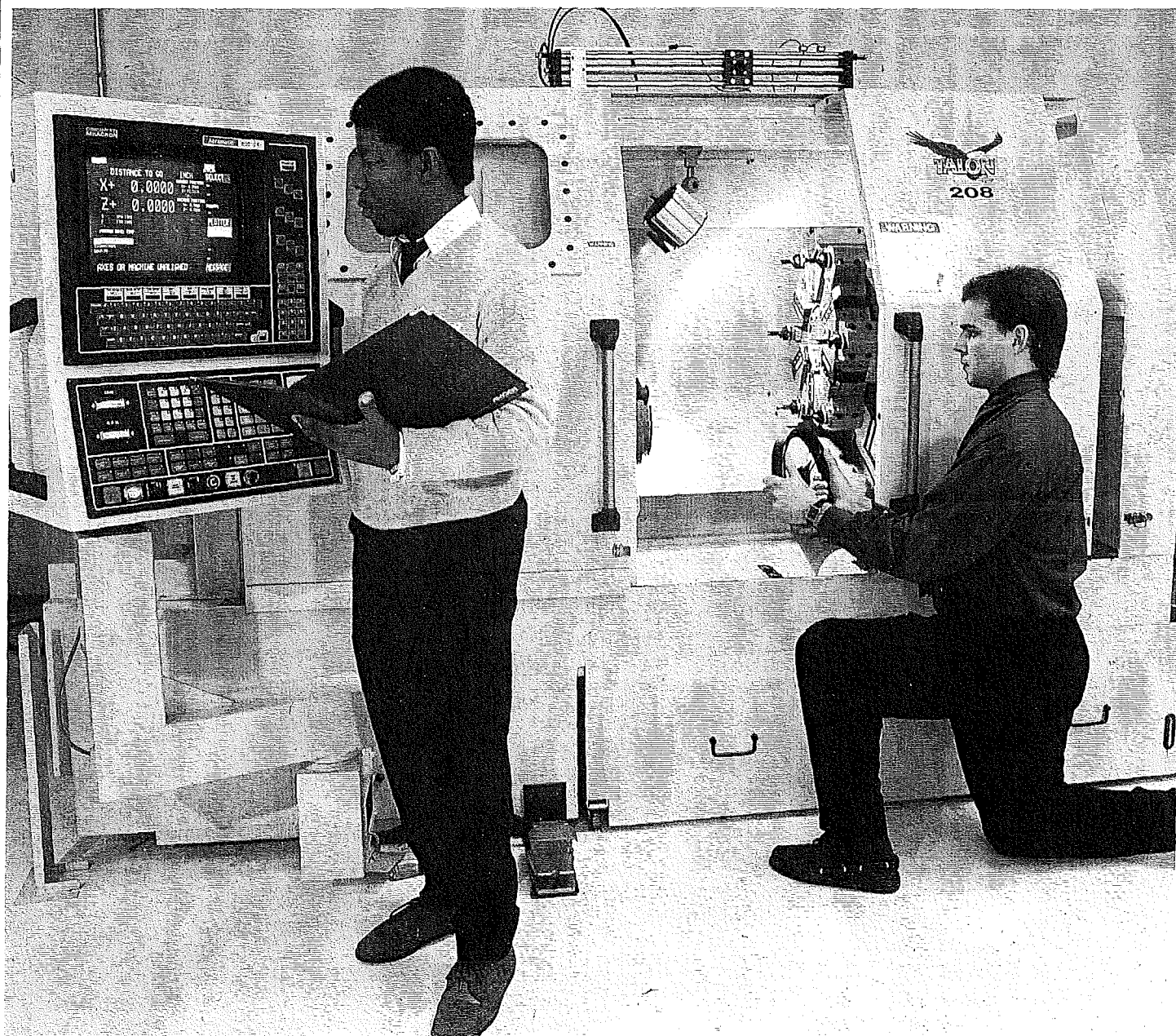


STOUT MAGAZINE

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MANUFACTURING ENGINEERING

A NEW ERA



MANUFACTURING ENGINEERING

It's official. Starting in fall 1994, UW-Stout will offer a degree program in manufacturing engineering.

After years of study and planning, the university gained the Board of Regents' approval for the program this February.

"For a number of years, there has been interest in starting an engineering program of some type," said Pete Heimdahl, associate dean of the School of Industry and Technology, and director of the new program. "Several types of engineering were looked at—electrical engineering, mechanical engineering. As it turned out, manufacturing engineering was a really good fit for Stout."

The program will be one of only a handful of dedicated manufacturing engineering undergraduate programs in the world, and the only one in the UW System.

Manufacturing engineers direct and coordinate processes in manufacturing plants,

help with product engineering and tooling, set up production schedules, direct flow of materials through a factory, and design, plan and set up production equipment.

They work in production teams, with the types of people who graduate from three of UW-Stout's programming areas: management, industrial technology and business. Much of the curriculum is set up to give students experience working on teams.

"In our capstone course, manufacturing engineering and industrial technology students will work as a team to design a production line," Heimdahl said. "The idea is for them to interface with people of different

backgrounds and capabilities."

The university either has or is in the process of constructing facilities to support the manufacturing engineering program. Equipment used in other programs will also be used in the new degree program, Heimdahl said.

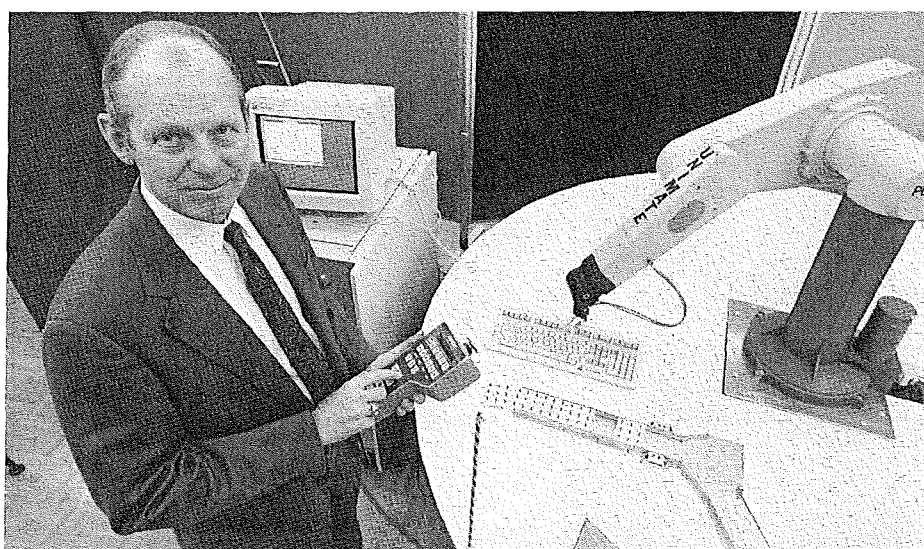
"We're going to use all the equipment we have, not just for the manufacturing engineering students," he said. "The equipment would exist whether or not we had the manufacturing engineering program. It's used to support our other important programs."

Many of the laboratories that manufacturing engineering students will use will be housed

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Without this constant review of new needs, we would not be the highly respected institution we are today."

Chancellor Charles W. Sorensen



"We're looking for students who are good with numbers, who can handle mathematical concepts, computers and physical concepts, yet like to get their hands dirty with mechanical things."

Pete Heimdahl

in the remodeled Fryklund Hall.

Much of the required curriculum, and many of the needed faculty, are also in place, Heimdahl said. Last summer the university received a \$1 million gift to establish an endowed manufacturing engineering chair.

"We have a tremendous amount of support for this project from numerous Wisconsin businesses and especially the Northern Wisconsin Technology Council," Chancellor Charles W. Sorensen said. "The private sector sees the value of this new program and, assuredly, will continue to support it."

While the degree program will not begin for many months, Heimdahl said he talks to interested students and parents each week. He wants prospective students to know that the program will be demanding. But the rewards are great. Starting salaries for manufacturing engineers average more than

\$30,000 a year.

"We're looking for students who are good with numbers, who can handle mathematical concepts, computers and physical concepts, yet like to get their hands dirty with mechanical things," Heimdahl said.

While the program continues the UW-Stout tradition of study that includes theory and application, Sorensen said the addition of manufacturing engineering moves UW-Stout into a "new era."

"UW-Stout's true strength has been its ability to change in order to meet the evolving needs of society," Sorensen said. "Without this constant review of new needs, we would not be the highly respected institution we are today. Manufacturing engineering represents the beginning of another new era for the university as we prepare to address the needs of the 21st century." ♦

Joint pre-engineering agreement signed with UW-Platteville

Students interested in the new manufacturing engineering program may get a head start working toward the degree—at two locations.

UW-Stout and UW-Platteville have signed a joint pre-engineering agreement that enables students to complete an engineering degree at one institution, after two years of pre-engineering study at the other institution.

Chancellor Charles W. Sorensen said the agreement underscores the cooperative efforts in the UW System in the field of engineering.

"This is an excellent example of how UW System campuses are able to work cooperatively in order to better serve the public," Sorensen said. "Here we have expanded educational opportunities for students at no additional cost."

Students considering beginning their engineering program at one university and completing it at the other must:

- Meet the entrance requirements of both institutions.
- Meet the requirements for admission to the professional degree program at the university where they plan to complete their degree.
- Satisfy the general education requirements of the institution granting the degree.

Additionally, UW-Stout and UW-Platteville have agreed to:

- Offer approved engineering courses on a regular basis, so students entering as freshmen can complete the pre-engineering program in two years of full-time study.
- Ensure that library facilities, teaching laboratories, computing resources, and other educational facilities are adequate and meet the standards of the Accreditation Board for Engineering and Technology.
- Explore ways students can work with industry, through summer employment and internships. Joint research and development projects involving the faculty and staff of both institutions and regional industries will also be explored.
- Explore opportunities for "distance learning," particularly shared course work through telecommunications.

The joint program begins fall 1993 and will continue until termination by either institution.

Telling the Truth

Parents may be giving children reasons to lie

Sometimes children can be so embarrassing.

You claim to have a previous commitment to get out of a boring function, and they protest your lie. In front of the wrong person. At the wrong time.

You tell them to be truthful, and in response they tell their birthday party guests exactly what they think of their gifts. And it isn't positive.

Few parents would advocate lying. Yet most want their children to be polite and to accept and tell "social" lies.

"There are constantly two standards being produced here," said Ed Wenzel, an assistant professor in the department of human development, family living and community educational services at UW-Stout. "It gets more complex as the child ages, with the social lies and the reasons for lying that are supposedly legitimate, or at least excusable. At the same time, other lies are considered totally wrong."

Children younger than four may not be able to understand the consequences of telling lies, according to Mark Casertano, an associate professor in the same department as Wenzel.

"Young children don't understand moral reasoning. They may be making a game of telling lies," he said.

Yet, many parents expect their children at an early age to know the difference between truth and lies, understand that there are two sets of lies, and accept that sometimes lying is considered good.

"In reality, we're giving our children reasons to lie," Casertano said. "We're teaching them that telling the truth is good, but lying is necessary so you don't hurt someone. That's difficult for a 5-year-old to understand."

Children learn patterns of lying, from outright untruths to social lies, from the role models in their lives, including their parents, Wenzel and Casertano said. Children lie for the same reasons adults do: to avoid punishment or embarrassment, to increase status or bolster self-esteem, to get something they want, and eventually, to protect others' feelings.

Like adults, children may know that they are going to get into trouble if they lie, but the



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And the best way to do that is to model the behavior."*

Mark Casertano

possibility that they may be able to lie and avoid punishment may be too tempting to resist.

"If you think about it, you have much more to lose when you lie as an adult," Casertano said. "If a child lies, the most that happens is that he loses a privilege or something similar. You lie on the witness stand as an adult and you can go to jail. Lie in other circumstances and you can lose your job. To better prepare your child for life, you would think you would want to teach the child not to lie. And the best way to do that is to model the behavior."

Casertano said he questions the wisdom of teaching children to tell social lies. As an

adult, he prefers to know the truth, even if the truth is not immediately pleasant, he said.

"In the long run, how will a lie affect us? When you tell a lie, it often brings immediate satisfaction, not long term," he said.

When children catch their parents lying, the parents should admit their untruths, Casertano said. And when parents catch their children lying, they can use the moment to enforce the value of telling the truth.

"Just deal with the lie in an appropriate manner, and continue your efforts to teach them that telling the truth is best," Wenzel said. ♦

From Riches to Rags

Discarded clothing not headed for landfills

No, your closet isn't shrinking. Your wardrobe is growing.

Two UW-Stout researchers studied what Americans do with their used clothing. Jacqueline Robeck and Leland Nicholls learned that Americans like to keep their clothes. And if Americans do discard clothing, very little of it ends up in the country's private or public landfills.

"It's a very small part of the waste stream, but it's a very visible part of our lives," said Nicholls, a professor in the hospitality and tourism department.

Robeck and Nicholls surveyed randomly selected residents of Menomonie and Phoenix, Arizona to determine what clothing people believe they buy in a year, and what they did with clothing they no longer wanted.

On the average, survey respondents claimed they purchased 62 pieces of clothing a year, and got rid of 41 items. They reported putting only 7 percent of those discards into public or private landfills. Most clothing discards were hosiery, socks and underwear.

The researchers learned that family income and size have less to do with discards of clothing than may have been imagined.

"I think we assume that the more money you make, the more clothing you can afford to throw away. That's not true across the board," said Robeck, an associate professor of apparel, textiles and design.

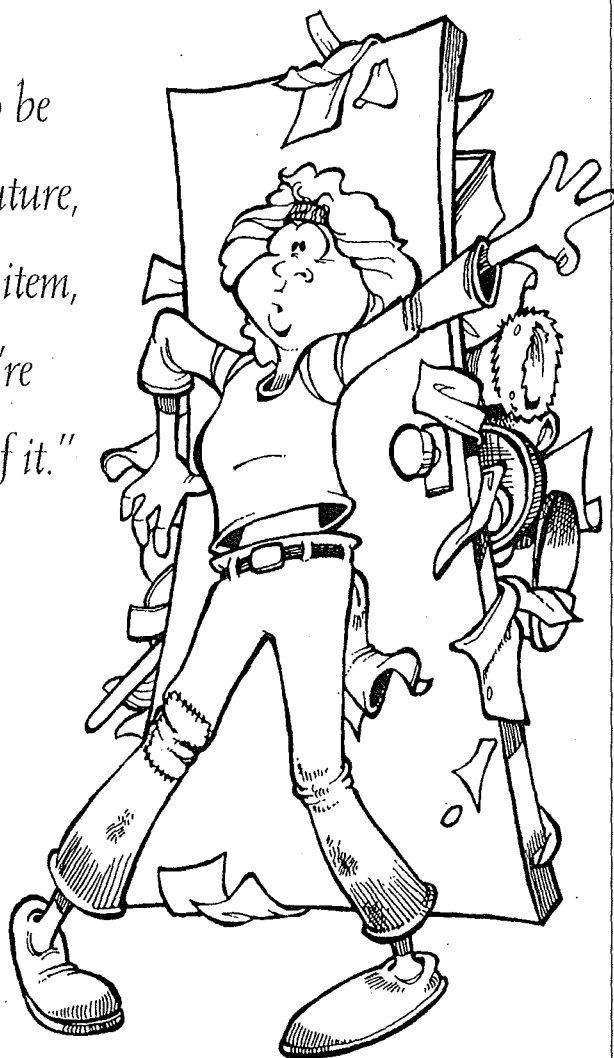
People who make more money tend to discard more sports jackets and underwear, but they are no more wasteful than others when it comes to outerwear, baby clothing and suits, Robeck said.

In general, the larger the household size, the greater the number of apparel discards, except suits, Robeck said. She noted that suits are a higher-priced apparel item, and are generally purchased for many years of use.

"You'd think that the larger the household size, the more you have to buy, and the more you either throw away or you end up handing down items," she said. "But once again, it does not matter what the household size is. We keep clothing. We're not throwing it away. Outerwear, sweaters—we just hang on to them."

*"We're going to be
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Lee Nicholls



While the wealthy have always been able to afford large wardrobes, only recently have working class people been able to buy many clothes. Bonnie Kirkwood, an assistant professor in UW-Stout's apparel, textiles and design department, said the lean fashion silhouette of the 1920s coincided with the start of mass production of clothes to make it possible for lower and middle income women, in particular, to purchase more clothing.

In those early years of expanding wardrobes, there was more concern in general about disposal of waste, Nicholls said.

"There were more cities recycling as communities in 1920 than there were just a few years ago," he said.

As landfill space has become scarce, Americans have shown a renewed concern about

disposal of waste and recycling, Nicholls said. He predicted that consumers will become even more concerned about the life of the products they purchase.

"We're going to be thinking in the future, when we buy an item, about how we're going to get rid of it," Nicholls said.

Robeck predicts a new attitude toward consumerism that will also impact how much clothing people purchase, and how they dispose of it.

"I believe we're moving toward a different materialism," she said. "There's too much clothing and we're feeding into it. They're just designing more. Maybe we don't need that much. Maybe we're going to change, and the environment is going to influence our decisions." ♦

Questioning Assumptions

Furniture promotes contemplation, conversation

Most people expect furniture to be stable. A furniture grouping developed by Robert Rabinovitz, assistant professor of industrial design at UW-Stout, "wiggles" — by design.

"I'm questioning the whole idea of stability, and the past notion that a table has four legs, or a chair has four legs and supports us," Rabinovitz said. "It grew out of an awareness for me that life is unstable. What we think is stable really isn't. It's all just an illusion."

A major retailer has expressed interest in Rabinovitz' non-traditional approach to traditional home furnishings. Part of the grouping is on display in a gallery in Michigan, and the university has awarded Rabinovitz a grant to continue his work.

The grouping includes an end table, larger table, chairs and floor lamps. The base of each piece is a slab of one-inch thick steel, and the supporting structure is an arrangement of thin steel rods.

Sit down, and the chair wiggles. Set down a coffee cup, and the end table refuses to passively accept the burden.

"Things can appear stable," Rabinovitz said. "That's why the table doesn't move until you touch it or put an object on it. But it's just expressing life. That's what happens. Things look stable, but they're not."

The floor lamp is also a column of steel rods, anchored with steel plates.

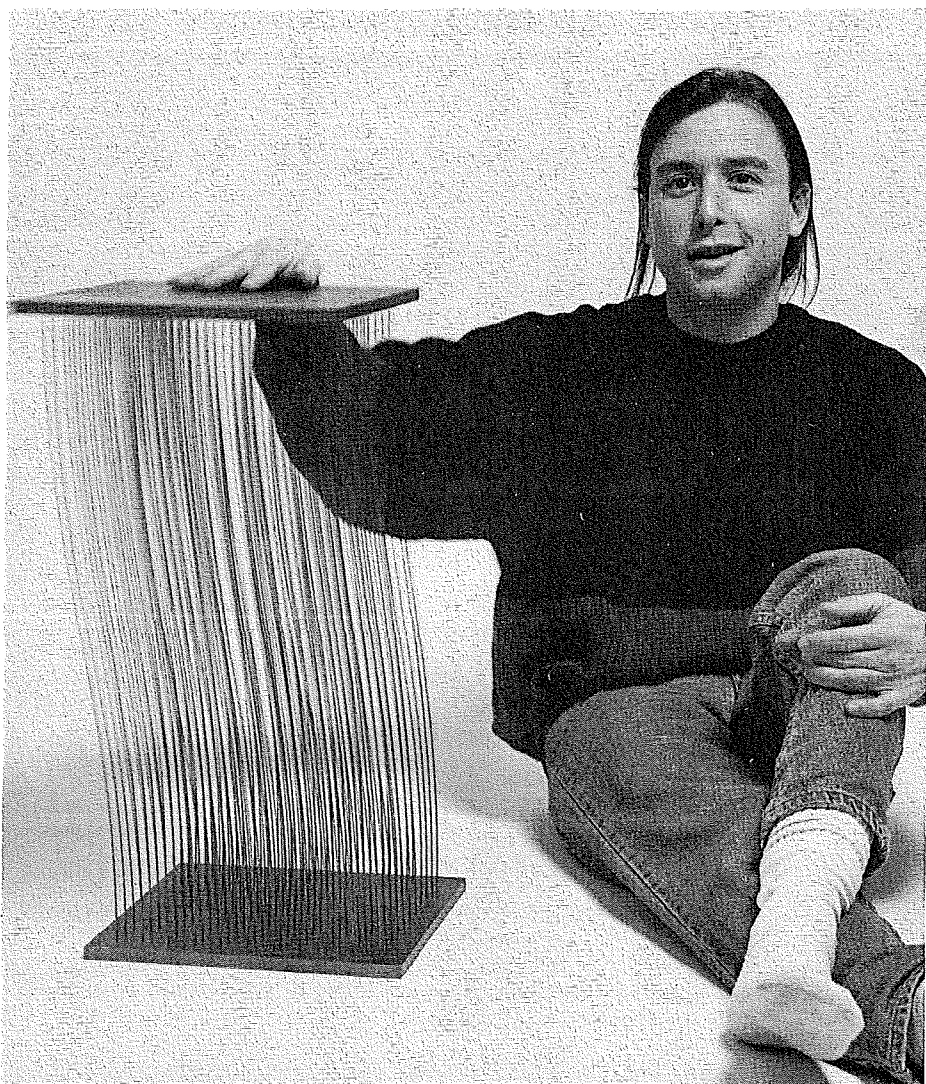
"It hovers, and then comes back to rest. It's an expression of being alive," Rabinovitz said. "If you walk past it, it will react. It will react to life."

Rabinovitz said modern industrial design is moving toward creating environments, a departure from its traditional goal of improving specific objects.

"Most design in the past has been based on function or form, and my work is based on phenomena—anything that can help us meditate or transcend the physical state," he said.

That's the point of his table design.

The table includes a light at floor level that projects upward, through the table top of sandblasted glass. The design on the glass faces the floor, and the upper side of the glass is smooth. On the top, Rabinovitz has placed fine white sand.



"It grew out of an awareness for me that life is unstable. What we think is stable really isn't. It's all just an illusion."

Robert Rabinovitz

He said the attraction for adults is much the same as a sandbox for children.

"The function is meditation, conversation and experience, alone or shared with others," he said.

Rabinovitz said he will have to make some adjustments in the designs. Each chair, for example, weighs 240 pounds. He is experimenting with materials other than steel.

But he said he is driven to continue to design items that promote contemplation and question assumptions.

"I am ultimately interested in work that stimulates our senses, and helps to bring about an awareness of the immensely sensitive qualities of the human condition which may, in turn, open up possibilities in the realm of human relationships," he said. ♦

Reducing Ranks

End of cold war initiates military streamlining

A UW-Stout professor is helping one of the country's largest employers cut its work force by 25 percent in five years. The employer is the U.S. Army. This summer, psychology professor Mitchell Sherman helped the Army set up a system of incentives to encourage people to leave military service.

The end of the Cold War signaled the start of a streamlined military, Sherman said.

"They've got to do something that's the inverse of anything they've ever done before," Sherman said. "Historically, what they've done is get larger, get people promoted quickly. Now they have to do exactly the opposite—decrease the size, slow down the promotion rates, get people at higher levels to leave voluntarily."

The Army must reduce ranks at all levels, while maintaining basic services and continuing to provide a military presence. The Army also wants a reduction plan that does not adversely affect minorities, including women, Sherman said.

Service personnel will be given severance pay if they agree to leave the Army. Sherman, who teaches courses on compensation systems, examined the Army's research on how to encourage people to re-enlist and identified factors that make people more likely to want to remain in the military. He used those factors to determine how much the severance pay offer should be.

"The more you identify with the military life, the less likely you'll want to give it up," Sherman said. "The longer you've been there, the more likely you're going to stay. The higher your rank, the more likely you're going to stay."

Military personnel are also more likely to want to remain in the Army if they are concerned about their chances of getting a civilian job, Sherman said.

"Some politicians have talked about the need to provide retraining and help people find new jobs as we decrease the size of the military," Sherman said. "But we've got to make sure that the private economy is functioning strong enough to absorb those people. You have to provide the social and psychological supports to the family. To the extent

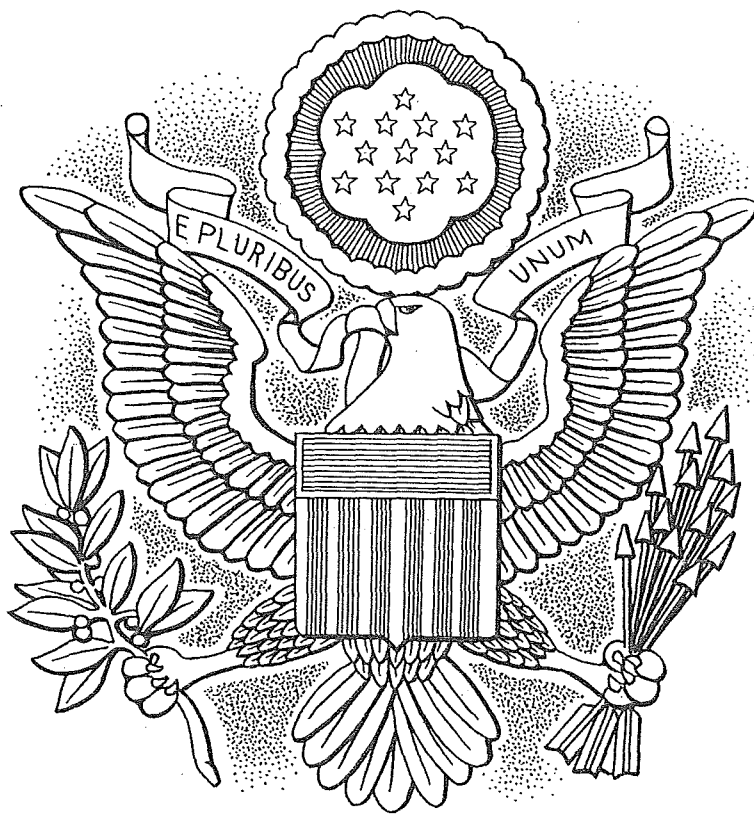
that those things are in place, it makes it easier for people to leave and it becomes part of the incentive to leave."

The Army also reduced its forces after World War II, but that reduction does not compare to this effort, Sherman said. It involved mostly lower-ranking personnel, and social conditions were different.

"People were more eager to hire the veter-

ans," Sherman said. "The economy was better. We were not in an international economy where we were competing with Germany and Japan—they were devastated. It was easy to find jobs. Now it's not. So what we're doing is decreasing the military and putting people into an economy that's in very bad shape."

The downsizing will cut an estimated 190,000 people from the Army. ♦



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Mitchell Sherman

Hard Work Enhances Child's Play

Students design children's costume clothing

The assignment was child's play. Literally.

Students in an apparel design class at UW-Stout created 10 sets of dramatic play clothing for children at the university's Child and Family Study Center, a child-care facility that serves as a laboratory for the early childhood education program.

Creating "fun" clothing was a demanding assignment.

"I wanted them to think of other people's needs and interests, and use their creativity," said Donna Albrecht, a professor of apparel, textiles and design.

First, the student designers had to learn about their "clients." Most of their design projects focus on adults. Only one of the program's many mannequins is child-sized.

Their research took them to the observation room of the Child and Family Study Center to learn about children. They noted children's dexterity, activities and attitudes when involved in dramatic play.

Albrecht and the director of the center, Carolyn Barnhart, worked with head teachers at the center to set up guidelines for the project. One of the most important considerations was that the clothing support the center's educational units.

"The dramatic clothing supports a unit theme, and the theme meets objectives that are educationally and developmentally appropriate for 2- to 6-year-olds," Barnhart said.

Rita Devery, a head teacher at the center, said clothing and accessories enhance the setting for children's dramatic play, and help the children learn.

"As they're playing, they're developing their social skills, learning cooperation," she said. "They're learning how to get along together. Dramatic play is the medium."

The themes for the clothing were sports, movie characters, fairy tales, artists, animals, seasons, costumes and professions. The outfits had to represent identifiable characters, fit easily over day clothing, fit several sizes of children and be durable.

Students worked in teams to create outfits with multiple accessories. For some students, working with children was a new experience.

"They were a lot smaller than I'd thought,"



Susan Horkey, right, a senior majoring in apparel design/manufacturing, from Windom, Minnesota, is a member of the design team that created the cat costume worn by Matthew Evenson.

said Susan Horkey, an apparel design student from Windom, Minnesota. "We observed them through the observation window at the center, but when you're working on the project, it's hard to remember how small the children are."

The project finale was seeing the children using the dramatic play clothing.

"The draping students had a great time doing the assignment, the children at the day care were delighted to act out characters in new costumes, and the day-care personnel felt their time with the students was well spent for the additional dramatic play items," Albrecht said. ♦

Mapping Our Future

Professor feels people need to understand technology

Nuclear power, automation and genetic engineering have become household terms. But a study conducted by Ken Welty, an associate professor in UW-Stout's communication, education and training department, shows few people understand those technologies.

Welty says the study has important social implications, because without a knowledgeable, attentive public, decisions regarding technology will be made by experts, not by the people.

"That's contrary to our democratic ideal. We have a democratic ideal that says that those who are governed have a right to say how they will be governed," Welty said. "To let the 'technocrats' make decisions means accepting that they may be acting in their own best interests."

The study, a telephone survey of 266 adults living in one county in Illinois, can be generalized to many parts of the Midwest, Welty said.

"It's a perspective from the heartland of America," he said. "I don't think it generalizes to the East Coast or California. But I think it gives us a view of Midwestern perspective."

Welty asked participants to define nuclear power, automation, and genetic engineering, and list advantages and disadvantages of the technologies.

He then asked respondents to report their political activity level, and to indicate whether or not they read about science and technology or view television programs on related subjects on a regular basis.

Only 10 percent of the respondents were identified as being "attentive" to technological issues, or capable of and likely to try to influence policy makers. While 90 percent said they believe they can influence policies on technology, 86 percent said they believe most citizens are not informed enough to provide useful input for decisions on technological policies.

"Theoretically, policy makers will now make policies regarding emerging technologies, in a vacuum," Welty said. "In the absence of popular opinion, the policy maker has no one to go to but the technocrats."

Forty percent of the people participating

in the survey said they believed policy decisions on technologies should be left to the experts.

Welty said he believes society needs more people to be attentive to technological issues, to ensure that policy makers hear from the public, and not just the experts in any field.

"There's a delayed reaction with technological changes, and that's what makes the 10 percent rather scary," he said. "We have 10 percent trying to govern things that really don't have any clear implications at the time when they need to be governed."

In genetic engineering, for example, research is now being conducted that may allow medical personnel to predict a person's predisposition to various diseases or conditions through a blood test.

"Should insurance companies be able to have that information, to determine your insurance risk?" Welty asked. "The window of opportunity to espouse your position on that and help shape policy is now, not after companies have spent years following the issue and have spent money to get the best speakers, the best lobbyists, and so on."

Not everyone needs to be attentive, Welty said, just as not everyone has to be involved in promoting the arts in a community. But he challenged elementary and middle schools to change their approach to science and technology to give students opportunities to develop their interest.

"Public education needs to be in the opportunity business," Welty said. "It needs to provide every citizen with an opportunity to discover and develop an interest in science and technological things, and for them to realize their potential to be active players in that enterprise."

People who are no longer in school can develop an understanding of emerging technologies by reading scientific magazines and watching television documentaries, which are usually aired on non-commercial stations, Welty said.

One of the most "technologically aware" respondents to the survey was a 90-year-old woman in a small, economically distressed town, he said. ♦

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Ken Welty

Welty receives manuscript award

Ken Welty, an associate professor and technology education undergraduate program director, is a recipient of the Outstanding Dissertation Manuscript Award from the "Journal of Industrial Teacher Education."

The selection was made by an Awards Task Force composed of three past editors of the journal and three current National Association of Industrial and Technical Teacher Educator officers.

Frank Pratzner, editor of the journal, presented the award to Welty at the National Association of Industrial and Technical Teacher Educator breakfast and business meeting during the American Vocational Association conference held recently in St. Louis.

"Welty is the kind of professional needed to guide our programs into the next decade," said Bruce Siebold, dean of the School of Industry and Technology.



Welty

Studying Success

Researcher interviews farming families

Since the late 1970s, UW-Stout psychology professor Mike Ritland has been looking for success — in other people.

Ritland has interviewed an estimated 300 people who have been identified by others as being successful. His most recent group was retired western Wisconsin dairy farmers identified by media farm directors as "self-fulfilled," meaning that they were highly satisfied with their lives both personally and occupationally.

Ritland taught career education for many years, but also has a personal interest in the traits of occupationally successful people. People frequently define themselves in terms of their occupation, he said.

"If you travel anyplace and visit with somebody, you almost always get around to the person's occupation. Normally, it's a non-threatening topic of conversation, and most people are proud enough of what they've done to tell you something about it," he said.

His interest in dairy farmers began in his childhood. When he was nine years old, he spent a summer on his grandfather's farm. "One day I asked him if he was rich. And he said he was the richest man in the world, because he had everything he ever wanted," Ritland said. "That's stuck with me my whole life."

He interviewed each farming couple for six to eight hours, and said he found the retired farmers to be remarkably similar. All looked back with great pride on their accomplishments as career dairy farmers. They had all gained regional or international recognition for their innovations, farming practices or dairy herds. They were well-read in farming matters.

They had all been raised on dairy farms, and agreed that without either growing up on a dairy farm or serving an extensive apprenticeship, it would be difficult to become a successful dairy farmer. On the average, they had farmed 39 years, and waited until after 14 years to take their first vacation.

"All of these people made money. All of these people were very successful," Ritland said. "But their first vacation was, on the average, after 14 years of work. Why? Be-



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Mike Ritland*

cause there is no taking a day off when you're milking cows. Their work ethic became the overriding factor in their lives. The vacation wasn't that important."

Ritland said gaining information about people by listening to their life stories is not a common research technique. But he said the

method is growing in acceptance.

"Psychobiographies are becoming more and more important," he said. "The person who most knows about something that's happened is the person who has experienced it." ♦

Yesterday's Fashions

A study in comfort, morality and sociology

When the temperature's rising, comfort dictates fashion.

That's not the way it's always been.

"Fashion reflects the way we live," said Bonnie Kirkwood of UW-Stout's apparel, textiles and design department. "Clothing reflects the lifestyle, morals and economy of the times. The study of fashion is a study in history, and it's a study in sociology."

Kirkwood teaches history of fashion, and maintains the university's collection of vintage clothing, donated by individuals and institutions such as the Smithsonian. Fashion today reflects our desire for comfort and our acceptance of diversity, she said.

Our ancestors would be appalled.

A strict Victorian code of morality dictated fashion in the 1880s. A woman's undergarments alone concealed more than many modern hot weather outfits, according to Kirkwood. Daytime costumes covered fashionable women from neck to toes. The desired silhouette included a "wasp waist" and bustle.

"I think it's interesting that in a certain 10-year period in the 1800s, there was only one style of sleeve," Kirkwood said. "If you didn't wear that silhouette, you were not in style. But now we don't have any period of time where there is only one style or fashion to choose from."

The active woman today may just pull on a pair of shorts and a T-shirt for a summer afternoon outing. The stylish woman of the 1880s began her outfit with cotton or linen chemise and drawers, covering her from the neck to the knees. Then came the corset, longer than a modern girdle, reinforced with whalebone, steel or cane. The corset hooked in front. A helper pulled the drawstrings down the back, to tighten it across the waist and ribs.

Next came a corset cover, to hide the corset and protect the dress from its rough edges, and cotton or silk stockings. Then came layers and layers of petticoats.

"She'd have maybe five or six layers of petticoats, and a bustle," Kirkwood said. "The bustle could be a pad or metal form that held the dress out. The woman could also have



pads around her arms to hold the leg o' mutton sleeves in shape."

If the bustle sagged under the weight of the skirt, the woman wore a frame attached to her hips and backs of the legs to support the bustle padding.

After all those layers came a fitted top with high collar and long sleeves, and a draping, floor-length skirt, Kirkwood said.

"The clothing could be fairly heavy," she said. "And the woman couldn't sit down. She would have to sit on her thigh, on the side,

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Bonnie Kirkwood

and not lean back, because the bustle would crush."

Tight sleeves kept a woman from bending her elbows, and the corset made it impossible for her to bend at the waist, Kirkwood said. The stylishly dressed woman's summer activities would have been restricted to leisurely strolls and conversation.

"By our standards, it would be uncomfortable," Kirkwood said. "For them, it was simply a way of looking beautiful." ♦

Detering Violence in Schools

Effort calls on parents, schools, communities

Detering increases in youth violence in the state is the goal of a program being planned by UW-Stout's Office of Continuing Education/Extension and Summer Session.

Christopher Smith, a researcher and funding specialist with the office, surveyed 3,742 school and community leaders in Wisconsin to determine the extent of their concern over violence among youth, and how the university could help challenge growing violence.

Based on the survey, Smith is developing a "community support model" with components for parents, community leaders and educators. The model will include educational offerings that will enable communities to help youth meet their need for a sense of belonging, without resorting to joining "gangs," Smith said.

The university's project responds to national concern over providing students with safe schools, based on the belief that students cannot learn if they do not feel safe.

Smith said he does not want to overstate the problem of youth violence in the state. The goal of the planned program is to help communities develop strategies that will prevent further growth in the level of violence among youth.

"The news media has chronicled an increase in youth violence," Smith said. "It is not just a school problem. It must be addressed by the whole community."

Nearly half of the respondents said they have observed an increase in participation in "gangs," or groups that are not sanctioned by the community. More than half reported an increase in youth aggression, 34 percent reported an increase in students carrying weapons, and nearly 47 percent reported an increase in assaults.

While urban area respondents noted the highest increases in signs of non-sanctioned group activity, those from rural districts also expressed concern. In northwestern Wisconsin, more than a quarter of the respondents reported an increase in references to participation in unsanctioned groups and affiliations with such groups.

Smith said he hesitates to use the word "gang," because it has become a negative



*"We want to assist communities
by providing the tools they need to form solutions.*

*We want to help people find the motivation
to make changes in their community
that will have an effect."*

Christopher Smith

term. Youth naturally affiliate with groups that are acceptable, such as sports groups and academic societies, with positive effects, he said.

"Affiliation with groups, even unsanctioned groups, provides a person with a tie to the community," Smith said. "Affiliation with a group provides a sense of belonging, a code of behavior, and a sense of security. When the community doesn't provide these things, youth form groups to meet their own needs. The concern is over youth who join unsanctioned groups that express their iden-

tity through violence or harm."

Smith said he believes the model he is developing will be appropriate for communities nationwide.

"The community support model will not promote a single solution, but will enable people to work cooperatively on a unique solution for their community," Smith said. "We want to assist communities by providing the tools they need to form solutions. We want to help people find the motivation to make changes in their community that will have an effect." ♦

MAKING NEWS

UW-Stout releases annual placement report

While many college graduates looked in vain for jobs during the recent recession, new degree holders from UW-Stout had one of the highest placement rates in history, according to recently compiled statistics.

The university's annual placement report shows a 95.4 percent placement figure for the graduating classes of December 1991 and May and August 1992. Of those reporting holding jobs, 90.4 percent were employed in jobs in or related to their majors at UW-Stout.

Robert Dahlke, UW-Stout's director of Career Services, said the high figures are consistent with the strong placement rate for UW-Stout graduates over the two decades that his office has been compiling this kind of information.

"Stout grads typically do well in tough economic times because when industry becomes more selective in hiring, they will turn to our programs," Dahlke said. "Because of the career orientation of our majors, employers are often spared the added expense of training programs often needed by graduates of other institutions."

Dahlke said this pattern is likely to continue. "We are well into the 1992-93 year, and we are generally optimistic about the employment picture," he said. "Campus recruitment was up for the fall semester. This is the first time in two years that recruitment was up for graduates during the fall semester." He said employers are expressing "cau-

tious optimism" toward expansion of the job market for college graduates. "We are seeing a few employers this spring that we have not seen for three or four years," he said.

Dahlke said the report covers only undergraduate students and counts the 7.8 percent who went on to pursue an advanced degree. UW-Stout students with graduate degrees usually have a placement rate of near 100 percent, he said.

Other highlights of the report:

- While the total placement is up 1.9 percent from the previous year, those employed in jobs in or related to their major is down 4.4 percent.
- The percent of those going on to an advanced degree declined from 8.6 percent to 7.8 percent. "This shows that employment opportunities diverted some students from staying on for further education," Dahlke said.
- For the first time in many years, 100 percent of those with teaching degrees reported placement.
- The average salary for the total class was lower for two consecutive years: \$21,963 for 1990-91; \$21,557 in 1991-92. But students who had experience in industry, through UW-Stout's co-op program, had average salaries of \$23,206 compared with \$20,542 for those without co-op experience.

Building Commission approves remodeling projects

The State Building Commission has approved an \$8.2 million addition and remodeling project for Jarvis Hall.

The Jarvis Hall project involves approximately 38,000-square-foot remodeling on the first and second floors and a 33,000-square-foot addition which will include a passenger elevator for handicap access.

The remodeling will continue the modernization of functionally obsolete instructional space that was begun in the Fryklund Hall project, currently underway. The project will also continue implementation of the university's space use plan by consolidating similar functions and avoiding duplication of labs and equipment by creating special

labs that can be used by more than one school.

The addition will consolidate the design and computer functions of the campus, while the remodeled Technology Wing will contain the construction technologies, including model-making, fabrication and prototype development. Remodeling will allow single purpose labs to be used for multiple technology classes which are now in high demand and allow an increase in scheduled instruction each day.

The project will also replace some space that will be lost when the 80-year-old Ray Hall is demolished.

Counseling Center accredited by IACS

The University Counseling Center at UW-Stout has been accredited by the International Association of Counseling Services Inc., an organization of United States and Canadian counseling agencies.

The center was evaluated by IACS against high standards of counseling practice and was found to offer competent and reliable professional services to its clientele. Approval by IACS is also dependent upon evidence of continuing professional devel-

opment as well as demonstration of excellence of counseling performance.

The center is directed by Robert Hoyt and offers personal and career counseling. It serves UW-Stout students, staff and faculty.

IACS was founded in 1972 to encourage and aid counseling agencies to meet high professional standards through peer evaluation and accreditation, and to inform the public about counseling services that are competent and reliable.

AASCU names Sorensen to national retention project

UW-Stout Chancellor Charles W. Sorensen is among 36 state college and university presidents and chancellors who have been invited to participate in a national student retention project conducted by the American Association of State Colleges and Universities and funded by a \$375,000 grant from the Student Loan Marketing Association (*Sallie Mae*).

The project was the subject of a focus session, "Cost of Attrition: Responsibilities for Retention," at AASCU's annual meeting in Washington, D.C. Sallie Mae's president and chief executive officer, Lawrence Hough, was the featured speaker.

Sallie Mae has a strong interest in encouraging educational opportunities for underrepresented students, Hough said. "Because Sallie Mae works closely with schools and others involved in higher education, we know how important it is that all students be supported in their efforts to stay in school

and graduate," Hough said. "We believe the AASCU program will help strengthen campus-based initiatives which encourage and support students as they work toward their goal of completing their college degrees."

Selected for his commitment to and involvement in student retention programming and measurement, Sorensen and the other 35 presidents and chancellors will work with national leaders to promote student retention and graduation on their own campuses and also serve as resources to other colleges in their states and regions.

The national retention project will bring together campus teams to identify and disseminate information on successful retention practices, develop mechanisms to assess institutional change and progress in meeting student retention and graduation goals, and establish networks to promote student retention and graduation.

University signs agreement with Mexican institute

UW-Stout and the Instituto Tecnológico y de Estudios Superiores de Monterrey in Mazatlan, Mexico have agreed to a student exchange program.

Signing the agreement at UW-Stout were Ing. Juan Manuel Duran, president of the Instituto Tecnológico y de Estudios Superiores de Monterrey, Pacific Zone; Lic. Carlos Serrano, the director general of Campus Mazatlan; and UW-Stout Chancellor Charles W. Sorensen.

Under the agreement, each campus will accept full-time students from the other campus as non-degree seeking students on a one-for-one exchange. Students will pay regular full-time tuition and fees to their home institution.

The Mazatlan campus is offering UW-Stout students four study options. Two provide an intensive Spanish language program, open to all majors, with optional classes in Mexican arts and culture, and doing business

in Mexico.

The other options provide students majoring in hospitality and tourism with an overview of the hotel and tourism industry in Mexico. Classes will also include Spanish instruction and information on socio-cultural values in Mexico. Some classes will be taught in Spanish.

The program, for students majoring in hospitality and tourism, will be offered both in the summer and as a semester-long experience. In the semester program, students will be expected to complete a field experience in a local hotel. They will work part time in two areas of the hotel, such as food and beverage service, reception, or marketing and sales.

Exchange students from the Mazatlan campus will be able to select from all courses offered by UW-Stout, provided they meet the course prerequisites.

Tau Chapter of Phi Upsilon Omicron receives award

UW-Stout's Tau Chapter of the national honors society of Phi Upsilon Omicron received their district's Professional Project Award.

The award recognizes a chapter that has successfully initiated a project designed to solve important issues affecting the home economics profession. Carolyn Barnhart, director of the Child and Family Study Center at UW-Stout, represented the Tau Chapter at the conclave in Buffalo, New York.

Phi Upsilon Omicron is a national honor society that recognizes and encourages academic excellence, professional leadership and service to the home economics profession.

The endeavor was a joint effort with the School of Home Economics, designed to increase enrollment in the home economics program at UW-Stout. Tau members traveled to high schools as part of the Ambassadorship Program and participated in career day events, as well as using a telephone campaign to answer questions or concerns of students that had been accepted at UW-Stout but had not yet committed.

The project was considered to be innovative because it represented activities that could be used by home economics programs nationwide to curtail declining enrollments.

The Tau Chapter was also chosen to host the 1994 national conclave.

Nicholls will attend program at Harvard

Lee Nicholls, a professor of hospitality and tourism and director of the Center for Hospitality and Tourism Research and Service at UW-Stout, has been accepted to the Achieving Breakthrough Service Program at the Harvard University Graduate School of Business Administration.

The Achieving Breakthrough Service is a 10-day course for experienced managers of multi-location organizations engaged in the delivery of services. It focuses on developing analytic and implementation-oriented skills



Nicholls

in customer assessment, positioning, operating system design and human resource management.

Nicholls received his doctorate in philosophy from the University of Tennessee in 1972. He has been an author, consultant and speaker for the past 29 years. He is a 1990 recipient of a National Restaurant Association Work-Study Grant with Industry and a recent Visiting Professor of Tourism at University of New England-Northern Rivers, New South Wales, Australia.

In 1992, Nicholls was awarded a UW System Development Grant for a specialized service management course at the Harvard University Business School.

Spain receives leadership award

Judy Spain, director of Residence Life at UW-Stout, was presented the prestigious Leadership and Service Award during the Association of College and University Housing Officers-International annual conference in Boston.



Spain

The award recognizes housing professionals who have provided ACUHO-I with dedicated service and outstanding leadership, and who have devoted professional time and effort to strengthening the goals and objectives of the association.

Candidates for the award must be nominated by colleagues. "Nineteen letters were received in support of Judy as recipient and, in each, Judy was lauded as being a mentor and role model for many housing professionals," said Helmuth Albrecht, executive director of Auxiliary Services. "Judy, an individual whose opinions, thoughts, ideas and services are sought after by many of her colleagues and friends, is a leader and example to others."

Spain has served in a number of capacities, including president of the UMR-ACUHO, member of the ACUHO-I Executive Board, NACURH adviser and is currently secretary of the Foundation Board.

With heart and hand



Antique quilts were displayed in the university's new Historic Costume and Textile Gallery in the Home Economics Building this semester.

Many of the quilts in the display were made by the grandmother of Bonnie Kirkwood (above), an assistant professor of apparel, textile and design, and curator of the university's costume and textile collection. The program for the display included excerpts from Kirkwood's family history and her research on fabrics and fashion at the turn of the century.

The exhibit, titled "With Heart and Hand," also included photographs, many of them of Kirkwood's ancestors, and antique items from the era of the quilts.

Meierkork is new head football coach

UW-Stout's new head football coach is Ed Meierkork, former assistant head coach at Southwest State University in Minnesota, according to Chancellor Charles W. Sorensen.

Sorensen said, "Ed Meierkork proved to be the ideal candidate to meet the demands of our football program as they now stand. He understands how to develop an aggressive and motivated program, while keeping the educational needs of our student athletes in the forefront. He appreciates the specialized majors offered by UW-Stout and understands how these majors will be an asset to our athletic recruitment efforts. He has already received extremely positive feedback from campus and community people who have met him. I believe he is capable of moving quickly in establishing broad-based support among campus and community fans. This is a great day for athletics at UW-Stout."

Meierkork, 33, served as assistant head coach at Southwest State since 1989, and was the team's recruiting coordinator and defensive coordinator. A graduate of Dakota Wesleyan University, Meierkork also served as defensive coordinator and head baseball coach at his alma mater in 1982, and was a graduate assistant football coach at South Dakota State in 1983.

In Meierkork's seven years at Southwest State, the school became a nationally ranked NAIA power, ranking 13th in the final 1992



Meierkork

NAIA Division I poll. The team won the 1990 Northern Intercollegiate Conference championship and finished 10-1 overall to rank ninth in the national poll.

Ed Biggerstaff, dean of UW-Stout's School of Education and Human Services, said, "I am extremely pleased with the process of selecting the new head football coach. We had extensive involvement from the campus and community, and I know this will be valuable in generating support for the program."

He added, "Our selection of final candidates was excellent. The amount of interest shown for our coaching position speaks well of our team's potential. I believe UW-Stout has the capacity to become a winning school in football, as we have been in the past. Ed Meierkork brings to us a combination of enthusiasm, recruitment strategy, evaluation of talent and community commitment that will be of great benefit to the Blue Devils."

Biggerstaff noted that Meierkork made a quick transition to the UW-Stout program. "Ed will be actively involved in the recruitment process for next fall. I know that he will be pursuing immediately some fine prospects for next season's team."

Sabbaticals granted to staff members

Nine UW-Stout faculty members will receive sabbaticals during the 1993-94 school year through recent action by the UW System Board of Regents.

First semester sabbaticals were awarded to Charles Krueger, industrial management, and Jim Eggert, social science.

Second semester sabbaticals were awarded to Doug Cumming, art and design; Priscilla Huffman, human development, family living and community educational services; Patrick Liebergen, music; and Shirley

Stewart, rehabilitation.

Full-year sabbaticals were granted to Marian Marion, human development, family living and community educational services; Robert Meier, English; and Joy Jocelyn, food and nutrition.

Sabbaticals are granted by the board to recognize teaching efforts and excellence. Purpose of the program is to enhance teaching, course and curriculum development, research or other scholarly activities related to instructional programs.

UW-Stout is Fulbright Scholar's choice

This spring, UW-Stout hosted Jasmine Sofia Jannif-Dean, a Fulbright Scholar from the University of the South Pacific (USP), in Suva, Fiji.

Jannif-Dean, who received a master's degree in home economics from UW-Stout in 1983, received training in computer aided design (CAD) software applications for the apparel industry and formed recommendations for the introduction of CAD training at USP.

Jannif-Dean said she applied for study at UW-Stout because of her positive experience at the university as a master's degree student. "On my choices of location, I put first place Stout, second place Stout, third place Stout," she said.



Jannif-Dean

USP is the only regional university of its kind in the world, belonging to 12 Pacific island countries. It serves more than 13,000 students, including 6,000 students in extension courses and 2,600 full-time, on-campus students. Nearly 5,000 students are enrolled in other types of program offerings. Students may work toward certificates, diplomas, undergraduate degrees or graduate standing.

Jannif-Dean is one of only 360 staff members.

"I'm a one-person department. I'm the only one teaching clothing, design and textiles," she said.

Apparel manufacturing is an important industry in Fiji, Jannif-Dean said. To remain competitive, the clothing industries there are beginning to adopt the latest technologies, including CAD.

Katuri named Outstanding Young Manufacturing Engineer

Naidu Katuri, a project manager with UW-Stout's Manufacturing Technology Transfer program, has received the Society of Manufacturing Engineers' Outstanding Young Manufacturing Engineer of the Year award for 1993.



Katuri

This national award is conferred in recognition of his significant achievements and leadership in the field of manufacturing engineering.

Katuri has been involved in manufacturing engineering since 1987 when he began work with MTT as a management engineer and project manager. MTT is a state and federally funded outreach program which provides small and medium size manufacturers with technical support from UW-Stout faculty and students.

Through his work with MTT, Katuri has been instrumental in the revitalization and modernization of several Wisconsin manufacturing companies. His project with Kewaunee Engineering earned both the 1991 Technology Transfer Project of the Year Award from the National Association of Management and Technical Assistance Centers, and the 1991 Wisconsin Economic De-

velopment Association's Award for Economic Development.

In 1992, Katuri's project with Barko Hydraulics received a special recognition award from Wisconsin Manufacturers and Commerce for industry/university interaction. In 1993, the same project received the Wisconsin Economic Development Association's Award for economic development excellence.

The MTT program is an extension of UW-Stout's special technology mission which emphasizes the direct application of technical knowledge to the solution of practical problems. The program is funded by the USDA/University of Wisconsin-Cooperative Extension, University of Wisconsin-Continuing Education Extension, and UW-Stout, and operates under the direction of the Stout Technology Transfer Institute, a consortium of seven technical centers housed in UW-Stout's School of Industry and Technology.

Katuri's achievements have played an important role in establishing MTT as a national model for technology transfer. Naidu earned both a BS degree in industrial technology and a MS in management technology at UW-Stout.

SME will present the award to Katuri at their annual AUTOFAC conference in Chicago in November.

UW-Stout Manufacturing client receives award

Barko Hydraulics of Superior, Wisconsin, a firm that received technical assistance from UW-Stout's Manufacturing Technology Transfer program, is the recipient of a biennial Wisconsin Economic Development Association Award for Economic Development Excellence.

A long-time manufacturer of heavy equipment, Barko was losing marketing share and employment from global competition when, in 1990, it called on UW-Stout's Manufacturing Technology Transfer program. In the past 18 months, with MTT's help, the firm has installed the basic components of a world-class manufacturing system. Employment has risen from 100 employees in 1991 to more than 220 this past year. Barko is now Superior's largest employer.

Two UW-Stout students developed computer aided design (CAD) drawings of the facility and a CAD library of hundreds of pieces of information about the facility and its furnishings. Under MTT's direction, a plant-layout team of Barko employees developed improved layouts. A second team assisted in the selection of a new computerized accounting, scheduling and ordering system that affects nearly all plant operations. MTT also introduced materials usage and processing concepts to improve efficiency and reduce inventory.

Barko's entry in the WEDA competition was submitted by Bruce Siebold, dean of UW-Stout's School of Industry and Technology.

Enger appointed director of University Relations

John K. Enger, an administrator with 23 years of service to the institution, has been named director of University Relations.

Enger has served in a variety of roles at UW-Stout. He has been a principal media spokesman for the institution, and has been news service coordinator and operations manager in the Office of University Relations, where he was associate director.

In his new position, he will direct the overall duties of the office, which includes community relations, universitywide publications, media relations and special projects for the chancellor. He will also have over-

sight responsibility for the university's recently launched publications identity program.

Enger chairs or serves on a variety of university committees and is the administrative representative to the Senate of Academic Staff.

Before joining the Stout staff, he worked in broadcasting. He was anchor and assistant news director at WEAU-TV, Eau Claire and was news director of WBIZ radio.

Enger holds a bachelor of arts degree from UW-Eau Claire.

Wolf returns to classroom

Virginia Wolf, UW-Stout's special assistant to the chancellor and director of Affirmative Action for the past five years, is leaving her position and returning to full-time teaching responsibilities in the English department, Chancellor Charles W. Sorensen announced.



Wolf

Sorensen said Wolf has been a key player in carrying out the university's goals of promoting diversity among university staff members. "Through Virginia's efforts, the number of ranked women faculty members has increased from 23 to 27 percent in the last five years and minority faculty have risen from 2 to 6 percent," Sorensen said.

The chancellor noted that Wolf has provided campuswide leadership in developing sensitivity to gender and ethnic issues. "Dr. Wolf has shaped the culture of this campus and strengthened our commitment to mak-

ing Stout a truly equal opportunity campus," Sorensen said. "She has also been a valuable asset to me in investigating complaints and potential problems dealing with issues of racial and sexual harassment. We take these matters very seriously at this institution."

Wolf's contribution to her profession drew praise from Marion Swoboda, assistant to the UW System President for Equal Opportunity Programs. "Virginia's dedication to achieving equal opportunities in education and employment has been exemplary at every turn," Swoboda said. "Through her leadership, UW-Stout has become a model equal opportunity institution."

Wolf will return to the English department, where she is a tenured full professor. Her speciality is children's literature.

Wolf joined UW-Stout in 1977. She previously taught in the English department at the University of Kansas. She holds a Ph.D. in English from that institution, with a specialization in modern American literature and literary criticism.

Shaw appointed new coordinator of security

Dennis L. Shaw has been appointed coordinator of Security and Police Operations at UW-Stout, according to an announcement by Jan G. Womack, assistant chancellor for Administrative Services.



Shaw

Shaw has been employed at Beloit College, Beloit, since 1978, serving as security director for the last three years. He has also been employed part time as an instructor at Blackhawk Technical College in Janesville for the past five years.

He holds a master of business administration degree, with a major in management and a bachelor of business administration from UW-Whitewater, and he has an associate of science degree from UW Center-Rock County.

"I think we are very fortunate to have Dennis accept the coordinator position," said Womack. "I know he will continue his strong commitment to quality service and interest in working with students as he begins his work at UW-Stout."

Shaw will have responsibility for campus security, law enforcement and parking operations.

Changes coming in financial aid application process

Students who rely on financial aid to assist them in paying for the cost of a college education will find a myriad of changes in 1993-94, predicts UW-Stout's Financial Aid Office.

These changes are the result of the Reauthorization of the Higher Education Amendments signed into law by former President George Bush on July 23, 1992.

The application process itself has undergone a major change. "What we applaud is the fact that families and students will no longer have to pay a fee to find out if they qualify for financial aid," said Christine Enger, Financial Aid counselor. Effective for the 1993-94 academic year, the application is free and appropriately named the "Free Application for Federal Student Aid," and is available now at colleges and high schools.

Middle-class families who have been left out of federal and state financial aid now have a new loan program available to them. The unsubsidized Stafford loan program is not based on financial need, so students who did not qualify for loan assistance in the past may find they have eligibility on

this program.

Home equity has been removed from the aid formula. Families will no longer be required to report the value of their home on the application. Farm equity will also be excluded if the family resides on the farm.

In addition, the dependent student will see a decrease to the assessment on their own income. "This is good news for those students who make a conscientious effort to work their way through college," Enger said. "In the past, the formula was punitive to their wages."

Not all the news is positive, however. "While Congress told us that Pell grants would be authorized at higher levels, they did not appropriate the money to fully fund Pell," Enger said. As a result, Pell grant maximums decreased and a new Federal Methodology, which assesses need, may actually adversely affect certain students. "Once again, there is good news and bad," Enger said. "Financial aid is so important to access for higher education, but loan availability is sometimes the family's only option."

A Year in Retrospect

by Charles W. Sorensen, Chancellor

This has been an exciting and challenging year for UW-Stout. In many ways, it represents a turning point for this institution as we embark on new methods of refining and enhancing our mission. While all of us have been engaged in a variety of important activities, the following represent some highlights for the year:

- **Planning.** Our Strategic Planning Committee is now providing an efficient and coordinated approach to introducing new goals and ideas. With broad campus representation, the committee established six goals for 1992-96: quality academic programs; excellence in teaching, scholarly activities and service; service to students; student outcomes; institutional effectiveness; and resource management.
- **Total Quality Management.** Beginning with nine focus groups in the fall of 1991, we have now progressed to a point of introducing TQM to various functions of the university. A successful TQM project on space management has enhanced our ability to acquire new capital building dollars. We are now developing five new TQM projects: the PC software purchase process, the university telephone directory, student advisement, recruitment of students in the top 25 percent of their graduating class and parking.
- **Administrative Streamlining.** Through attrition and reorganization, we continue to reduce or consolidate administrative functions. This will be an ongoing challenge to strive for greater efficiency and lower administrative costs.
- **Fund Raising.** We have reached several milestones, including a million dollar donation in June and a donation of \$1.5 million last fall. We intend to double the Stout University Foundation's endowment by the end of the decade.
- **Affirmative Action/Equal Opportunity Issues.** Our Affirmative Action Office continues to provide leadership in recruiting women and minorities to our staff. The number of ranked women faculty members has increased from 23 to 27 percent in the last five years; and minority faculty have risen from 2 to 6 percent. The office has also increased sensitivity to diversity by conducting workshops on topics such as racial harassment, sexual harassment and hate speech.
- **Design for Diversity.** Minority enrollment increased 11 percent from 1991 to 1992, and we continue to have one of the highest minority enrollments in the UW System. Our achievements included combining several services to minority students into one office; introducing or identifying 32 courses that meet the diversity requirement of our curriculum; formalizing partnerships with several high schools with large minority enrollment; and maintaining a high level of graduate student minority enrollment.
- **Curriculum Revision.** We are making progress in achieving several goals that I presented to the faculty. This fall, we will introduce a 44-credit, university-wide general education program; and most of our majors will not exceed a 124-credit

graduation requirement. An honors program and writing across the curriculum will be introduced in the fall of 1994.

- **Enrollment Management.** We met our fall goal for reducing enrollment, while improving the profile of our students. The percentage of freshmen graduating in the top half of their high school classes increased from 57 percent the previous year to 80 percent; and the ACT average increased from 19.6 to 20.6.
- **Assessment.** For more than a decade, we have been conducting follow-up studies with our graduates and their employers; and since 1990 we have assessed verbal and quantitative skills. This information has resulted in improvements for instruction and curriculum. All programs are developing additional assessment plans which will be in place this year.
- **Faculty Workload.** In terms of student contact hours, faculty workload at UW-Stout is the highest in the UW System. In general, we adhere to the 12-credit hour standard, but we must also address other issues such as professional service, community service, economic development activities and the propensity to have academic staff teach somewhat more than faculty.



STOUT
UNIVERSITY OF WISCONSIN

Stout Magazine

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